

Inclusion Labs:

**Our blueprint for a
successful D&I strategy**

www.inclusionlabs.co.uk

Inclusion Labs is an

Independent
Not-for-Profit
Community Interest Company

Our work is rooted in making an impactful difference in the world

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EDUCATE TO ACTIVATE

Inclusion Labs mission:

to embed diversity, equity and inclusion into every young person's educational, cultural and personal development.

the impact of which will

cultivate awareness and activate investment in social inequality and injustice wherever they encounter it.

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We **partner** with member schools,
empowering them to be ***active*** and ***accountable***
in creating diverse, equitable and inclusive communities.

because

“if we change even a tiny viewpoint of the pupils in our care,
we can change a generation of thought”

WHAT

WHY

HOW

Diversity is having a community of people who are unique in a variety of visible and non-visible ways; and whose differences are protected, respected & valued.

Inclusion is a commitment to creating a learning, working and social environment that is nurturing, accessible and balanced; through its structures, practices and attitudes.

Anti-Racist Education is the practice of identifying, challenging, and changing the values, structures and behaviors that perpetuate the systemic oppression of underrepresented groups

Our objective is to include protected groups under the Equality Act 2010

Disability

Gender Reassignment

Race

Religion or Belief

Sex

Sexual Orientation

Business Perspective

Legal Compliance Perspective

Moral Imperative

Benefits include:

1. Embedding anticipatory measures to create and model institutional equity
2. Ensuring your school ethos and culture enables every child from any background to thrive - and removes the *burden of difference*
3. Actively exposing young people to diverse voices and ideas
4. Amplifying the voices of the underrepresented as a sector
5. Committing to sustained and authentic change
6. Willingness to push towards a new direction even in the face of apathy
7. Asserting a mission with a purpose that is greater than one school
8. Understanding that at any given moment, one child may need this work to be done
9. Intentionally shaping a generation of global citizens

10. ACCOUNTABILITY

CHALLENGES

- Fear factor and the expectation of finger-pointing
- Unaccustomed to engaging in this type of work and a lack of real understanding of it all
- Schools need to accept that they need guidance, step by step along this process
- The ability to evaluate what is good as well as what is working about their offering/process
- No authentic investment, just performative campaigns

Inclusion Labs is resolute about our

6 Key Tenets

These are *our* guiding principles for success in schools when it comes to creating a more diverse, equitable and inclusive community for pupils, families and faculty

1)

360-degree Approach

Pupils

Educators, Senior Leadership Team, Board of Governors,

Parents

Local Community

Global Society

2)

Expansive Perspective

Embrace a balanced and broader view of diversity & inclusion

3)

Partner with Diverse Specialists

Drive diversity into your school

4)

Onus & Accountability

Advocacy is not enough.
Schools must actively pursue change across every facet.

5)

D & I Lead

A visible, outward facing, leadership role.
Focusing D&I lens across every facet.

6)

Pupil-Centered Approach

At the heart of inclusion is a pupil's educational, cultural & personal development

Our action plan is in-depth and broad. It covers every angle of a school which ultimately determines its overall culture:

Curriculum & Resources

Cultural & Racial Awareness

Attitudes and behaviours

Ethos, Culture & Values

Admissions

Resources

Policies & Systems

Extra-Curricular Opportunities

PSHE

Staff & Training

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Inclusion LABS

We help schools strive towards our 4 outcomes:



Learning

Accessibility

Balance

Society

- Understand data and systems through an externally provided 360-degree lens
- Enhance policies and practice
- Embed an approach that focuses on the micro and macro
- Model industry-wide best practices and adapt them to your unique setting
- Demonstrate ownership and a fierce commitment to equity for every pupil
- Establish strong leadership

D&I versus Covid

“The language of this crisis – unity, empathy, respect, trust, co-operation, and communication – is also the language of D&I”

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Your Diversity & Inclusion Strategy must:

- Commit to inclusivity goals over the coming years
- Go beyond incremental changes and envisage new models, more engagement and improved practices
- Be ambitious in scope yet specific in laying out goals - setting firm and distinct commitments
- Not ignore the voices most necessary for advocating change
- Be visible - schools must make public commitments
- Approach organisations as well as leading authorities for advice and help on your plan.

It is no longer okay to just to be non-discriminatory
You've got to be **actively inclusive**.

We believe we can build a powerful community of schools, on a shared journey to diversity, equity and inclusion.

We are optimistic we will get there.

thank you.

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